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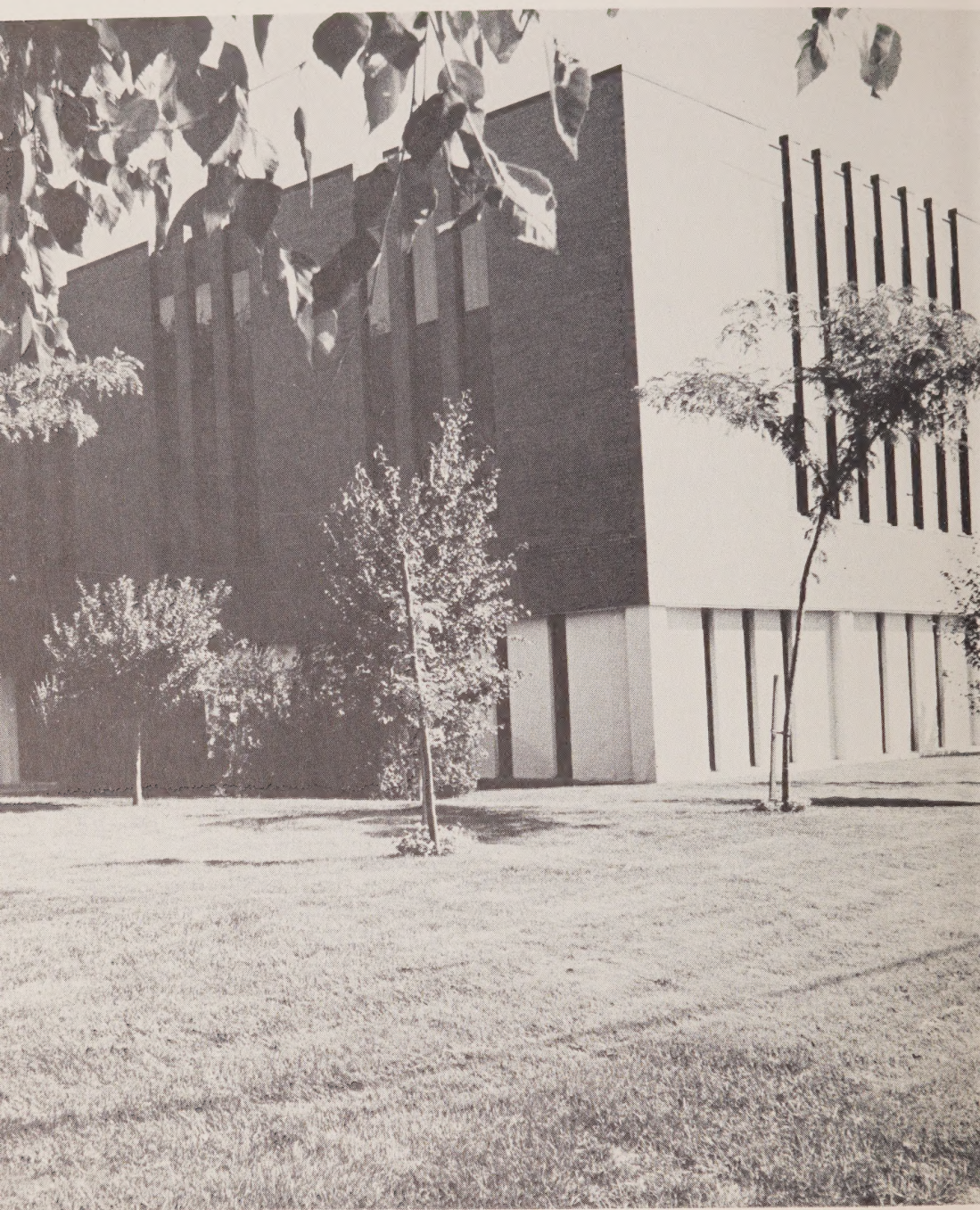


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TEACHERS'  
SUPERANNUATION  
COMMISSION

**SYNOPSIS  
OF THE TEACHERS'  
SUPERANNUATION ACT  
AND REGULATION  
FOR 1975**





Synopsis  
of the Teachers'  
Superannuation Act  
and Regulation  
for 1975



# Introduction

This pamphlet aims to outline clearly the benefits available to, and provisions for contribution on the part of, the teachers of Ontario, as provided under the Act and Regulation in force in September 1975. The operation of the pension plan is determined solely by the text of the Teachers' Superannuation Act and the Regulation made under it, both of which are amended from time to time. A copy of the Act now in force and the current Regulation may be obtained from the Director of the Commission. The benefits payable under The Superannuation Adjustment Benefits Act, 1975, are included at the end of the pamphlet.

For details concerning an individual teacher's position in the Fund, the teacher should write, quoting his social insurance number, to the Director, Teachers' Superannuation Commission, 190 Finch Avenue West, Willowdale, Ontario, M2R 1M4

# Introduction

The purpose of this book is to provide a comprehensive overview of the current state of research in the field of [topic]. It is intended for researchers, students, and practitioners who are interested in understanding the latest developments and trends in this area. The book is organized into several chapters, each focusing on a specific aspect of the field. Chapter 1 provides an overview of the field and its history. Chapter 2 discusses the theoretical foundations of the field. Chapter 3 reviews the current state of research in the field. Chapter 4 discusses the future of the field. Chapter 5 provides a summary of the book's findings and conclusions. The book is written in a clear and concise style, making it accessible to a wide range of readers. It is a valuable resource for anyone interested in the field of [topic].

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# I Contributions

1. The following persons must contribute to the Fund through their board or other designated employer:

- (a) a teacher employed for any period of service in an elementary or secondary school, in the Albion Hills Conservation School, Cold Creek Conservation Field Centre, or in a class operated by the Hospital for Sick Children, Toronto;
- (b) a person who holds a valid Ontario teaching certificate and who accepts employment in a designated private school after the school has been designated (for the latest list of the schools which have been designated, see Appendix "A");
- (c) a person who holds a valid Ontario teaching certificate and who is employed as an officer of one of the following:
  - (i) The Ontario Teachers' Federation
  - (ii) The Canadian Teachers' Federation
  - (iii) Federation of Women Teachers' Associations of Ontario
  - (iv) The Ontario Secondary School Teachers' Federation
  - (v) The Ontario Public School Men Teachers' Federation
  - (vi) Association des Enseignants franco-ontariens
  - (vii) The Canadian Education Association
  - (viii) The Ontario English Catholic Teachers' Association
  - (ix) L'Association des Commissions des Ecoles Bilingues d'Ontario
  - (x) Northern Ontario Public and Secondary School Trustees' Association
  - (xi) Ontario Separate School Trustees' Association
  - (xii) The Ontario School Trustees' Council
  - (xiii) The Public School Trustees' Association of Ontario
  - (xiv) The Ontario Educational Association
  - (xv) Canadian Council for Research in Education
- (d) a person who holds a valid Ontario teaching certificate and who is employed with:
  - (i) Elliot Lake Centre for Continuing Education
  - (ii) the Ontario College of Art
  - (iii) the Royal Ontario Museum
  - (iv) Ryerson Polytechnical Institute

- (v) Moosonee Education Centre
  - (vi) the Institute of Child Study
  - (vii) St. John's Training School for Boys, Uxbridge
  - (viii) St. Joseph's Training School for Boys, Alfred
  - (ix) Executive officers of the Ontario Federation of School Athletic Associations
  - (x) The chairman of the Ontario Council of Regents for Colleges of Applied Arts and Technology
  - (xi) Supervisors of and directors of educational programming of The Ontario Educational Communications Authority
  - (xii) Adventure Place
  - (xiii) Officers of the Qualifications Evaluation Council of Ontario
- (e) a person who holds a valid Ontario teaching certificate and who is employed as:
- (i) a full-time employee of a board and who is not a contributor to any other pension fund to which public money is contributed;
  - (ii) a school attendance counsellor appointed under Part I of The Schools Administration Act.

**2.** A teacher may contribute to the Fund, provided he holds a valid Ontario teaching certificate under the Acts and Regulations administered by the Ministry of Education, for employment within Ontario with one of the following:

- (a) a school or class under the Defence Training Board;
- (b) a college or faculty of education (if not a contributor to a university fund);
- (c) the University of Toronto Schools (if not a contributor to the University of Toronto Fund);
- (d) the Ontario Institute for Studies in Education (if not a contributor to the fund of that Institute);
- (e) a designated private school (if employed on the date the school is designated);
- (f) Lakehead University (if not a contributor to the university fund).

**3.** A person who holds a valid Ontario teaching certificate and is employed as a teacher by a minister of a department of the Government of Ontario, in the civil service or as a full-time employee in the Ministry of Education has the right, within 60 days from the date of commencement of such employment, to elect to contribute either to the Public Service Superannuation Fund or to the Teachers' Superannuation Fund.

4. Every person to whom the Minister has granted a permanent, temporary or interim certificate, a letter of standing, or other certificate of qualification or in respect of whom the Minister has granted a letter of permission to a board, shall be considered to be qualified as a teacher for the purposes of this Act for the period of time the certificate, letter of standing or letter of permission remains valid.

5. **RATE OF CONTRIBUTION.** The teacher contributes a fixed percentage of his salary to the Fund and at the present time the Provincial Government contributes an equal amount.

<i>Period of Service</i>	<i>Rate of Teacher Contribution</i>	<i>Rate of Government Contribution</i>
Apr. 1917 to Aug. 1936	2½%	2½%
Sept. 1936 to Aug. 1940	3 %	2½%
Sept. 1940 to Aug. 1943	3½%	2½%
Sept. 1943 to Aug. 1945	3½%	3½%
Sept. 1945 to Aug. 1949	4 %	4 %
Sept. 1949 to Dec. 1955	6 %	4 %
Jan. 1956 to Dec. 1965	6 %	6 %
Jan. 1966 to Aug. 1975	6 % *	6 % *
Sept. 1975 onward	6 % **	6 % **

\*Less amount paid to Canada Pension Plan.

\*\*Refer to Superannuation Adjustment Fund for additional contribution of 1% by teachers and 1% matching contribution by Government.

In addition, the Ontario Government has made a special grant to the Fund of \$1,000,000.00 each year from 1952 to 1964. From January 1, 1966 to January 1, 1971 the Province of Ontario has been making a special yearly payment of \$14,889,000.00. This payment is required under the provisions of The Pension Benefits Act of Ontario and represents the interest on the actuarial deficit as determined on January 1, 1965. The payment received on January 1, 1972 under this requirement was \$17,932,000.00; on January 1, 1973, \$9,214,000.00; in 1974 this was \$76,212,400.00.

With the introduction of the Canada Pension Plan as of January 1, 1966, contributions, both teacher and government, have been integrated with the Canada Pension Plan contributions. At the present time the Teachers' Superannuation Fund will receive 6% on the first \$700.00 of salary paid to a teacher each calendar year, 4.2% on the salary between \$700.00 and \$7,400.00 and 6% on the salary above \$7,400.00.

Every person who is employed and who does not contribute to the Canada Pension Plan must contribute the full 6% to this Fund.

The minimum salary for the purpose of contributing to the Fund is \$5,000.00 a year for a full-time teacher. For a part-time teacher this amount is reduced pro-rata to the teaching time. For example a person who is employed on the basis of teaching 4/5 of each day would be required to contribute on a salary of not less than \$4,000.00 a year. A person who is employed as a supply teacher at a daily rate of less than \$25.00 must contribute as if his salary actually was \$25.00 per day.

Salary is defined as salary in accordance with the terms and conditions under which a person is employed and includes any amount given as a cost of living or other similar bonus. It does not include any additional remuneration which is paid for extra service not normally covered in the duties required for that position. It does not include any payment for night school teaching service.

Contributions deducted from a teacher's salary are sent to the Commission office monthly and a report on the teacher's service and salary is sent to the office on a calendar year basis. In the case of elementary and secondary teachers, as well as those employed by the Ontario Government, the matching Government contribution is remitted to the Fund on November 1 of the following year, together with interest at 6% per annum, compounded half-yearly covering a period of seventeen months. In the case of all other contributors to the Fund, the matching contribution is made by the employer at the same time as the teachers' contributions are remitted to the office.

If a board introduces a Long-term Disability Income Plan and the plan is approved by the Commission, contributions will continue to be made to the Fund while the person is in receipt of a payment from the Plan. This will mean that when the Plan ceases payments at age 65, the person would then be entitled to a pension from this Fund.

## II Direct Payments to the Fund

**Please Note:** If there is a loss of salary for any reason and if the appropriate payment of contribution is not made as provided hereunder, there is a corresponding loss of time credit towards pension. Detailed information on these payments may be obtained from the Commission's office. Refer to Superannuation Adjustment Fund for additional contribution required on direct payments.

1. A teacher may make a direct contribution to the Fund on behalf of a period, not exceeding 6 months, during which the teacher was on a leave of absence without pay because of personal illness, pregnancy or the adoption of a child, or during which the teacher ceased to be employed because of personal illness, pregnancy or the adoption of a child. This privilege may not be exercised in reference to more than 6 months' absence within any period of 3 consecutive school years. This period does not include the statutory 20 days of illness for which the teacher is entitled to salary.

The payment required is 6% of the salary lost or of the salary that would have been received under the salary schedule. The payment may not be made until the teacher has resumed teaching for at least 20 days in a school year. If the payment is completed within 1 year from the date of resuming teaching, no interest is charged. If the payment is not made within the year, interest is charged, and in any case the payment must be completed within 2 years from the date of resuming teaching.

2. A teacher may make a direct contribution to the Fund on behalf of a period during which he was on leave of absence without pay or who ceased to be employed because of duty as a juror, as a member of the Legislative Assembly of Ontario, as a member of the House of Commons of Canada or as a member of the council of a municipality or of a local board.

The payment required is 6% of the salary lost or of the salary that would have been received under the salary schedule. The payment may not be made until the teacher has resumed teaching for at least 20 days in a school year. The terms of the payment are the same as outlined in section 1 above.

3. A teacher who has an interim or permanent teaching certificate valid in Ontario and who is absent from duty for a period or periods of time for the

purpose of travelling, may receive credit in the Fund for up to 1 year of such period or periods. This applies either to a person who is given leave of absence by the board or who resigns his position to travel. The absence for travel must be approved by the Commission.

The payment required is 6% of the salary lost or of the salary the teacher would have received under the board's salary schedule. The payment may not be made until the teacher has resumed teaching for at least 20 days in a school year. The payment must be completed under the same terms as outlined in section 1 above.

4. A teacher who has an interim or permanent teaching certificate valid in Ontario and who is absent from duty for a period or periods of time for the purpose of taking a course of study may receive credit in the Fund for up to 2 years of such period or periods. This applies either to a person who is given a leave of absence by the board or who resigns his position to study. The course of study must be approved by the Commission.

The payment required is 6% of the salary lost or of the salary the teacher would have received under the board's salary schedule for the first year of such absence. The payment required for the second year is 12% and the payment may not be made until the teacher has resumed teaching for at least 20 days in a school year. The payment must be completed under the same terms as outlined in section 1 above.

5. A teacher who has contributed to the Fund for 10 years or more and who is absent from duty under a by-law of the board and receives salary from his board for the absence at a lower rate than he would otherwise have received may, where the leave was granted in order to take a course of study, receive credit in the Fund for up to 2 years of such absence from duty.

The payment required is 6% of the salary lost for the first year of such absence and 12% of the salary lost for the second year. The payment may not be made until the teacher has resumed teaching for at least 20 days in a school year and must be completed under the same terms as outlined in section 1 above.

6. A teacher who is absent from duty under the circumstances described in 5 above but where the absence is for a reason other than for study, may receive credit for only one year of such absence from duty.

The payment required is 6% of the salary lost and may not be made until the teacher has resumed teaching for at least 20 days in a school year. The payment must be completed under the same terms as outlined in section 1 above.

**Payment to the Fund under sections 3, 4, 5 and 6 above may be made for a total of 2 years in a teaching lifetime, provided that at least 1 year is for study purposes.**

7. A person who is a contributor to the Ontario Teachers' Superannuation Fund, who has had similar service in any other province of Canada, in any other part of the Commonwealth, or in any school maintained by the Government of Canada for children of members of the Armed Forces of Canada, for Indians or for inmates of penal institutions, and who is not or will not be in receipt of a pension from another pension fund for that period of service, may obtain credit in the Ontario Fund for that outside service as outlined below:

He may pay direct to the Ontario Fund an amount consisting of the sum of,

- (i) the amount the teacher would have contributed at the time, based on the salary received at the time he began employment in Ontario following his outside service, or if he does not return to employment in Ontario, on the salary he received during his last year of service in Ontario or \$2,000.00, whichever is greater;
- (ii) the amount the Government of Ontario would have contributed under the same circumstances; and
- (iii) interest at 6% per annum compounded semi-annually on (i) and (ii) from the time of teaching to the date of payment.

The payment must be completed within 10 years from the date of commencement of teaching in Ontario following the outside service or before going on pension, whichever comes first. Such contribution will not count towards a pension in Ontario until the teacher has completed a total of 10 years of service in Ontario.

Where the payments have been commenced or have been completed, and the teacher withdraws from the Fund or dies before completing 10 years of service in Ontario, he or his estate is entitled to a refund with interest at 3% per annum compounded semi-annually. Where the payments have been commenced but have not been completed, and the teacher has been employed for 10 years in Ontario, and where he or his dependants become entitled to an allowance under the Act before the expiration of the period of time in which payment is permitted, the outside service period will be taken into consideration in the determination of the pension and an actuarial deduction made for the debt.

8. A contributor to the Teachers' Superannuation Fund may obtain credit in the Fund for a period of similar service in a foreign country provided:

- (a) the foreign service has been approved by the Commission;
- (b) he did not contribute to any superannuation fund on behalf of service similar to that under this Fund;
- (c) he completes 10 years of teaching in Ontario either before the foreign service or afterwards, or partly before and partly afterwards; and

- (d) he pays for the service within 10 years from the date of commencement of teaching in Ontario following the period of foreign service or before going on pension, whichever comes first.

The payment required is the teacher contribution at the time of service, the Government contribution at that time and interest on both amounts at 6% per annum compounded semi-annually, based on the salary, including perquisites, received during the first year of contributing to the Fund following the period of foreign service or on the rate of salary received during his last year of service before his foreign service if he does not return to Ontario, but on not less than \$2,000.00 a year.

If default in payment occurs, the amounts paid into the Fund will be refunded with interest at 3% per annum compounded semi-annually. If the payment has not been completed by the time a pension becomes payable, but within the specified time limit, an actuarial deduction from pension will be made in respect of the remainder.

**NOTE:** Payment under items 7 and 8 is limited to a total of 10 years. If the service is less than 10 years then payment must be made for all of such service providing the time limit has not expired.

9. A person who is a contributor to the Fund and who has had prior service in a designated private school for which contributions have not been made may obtain credit for this service, provided he had a valid Ontario teaching certificate at that time.

The payment required is the teacher contribution at the time of the prior service, the Government contribution at the time, and interest on both amounts at 6% per annum compounded semi-annually, based on the salary including perquisites, received during the first year of contributing to the Fund following the period of service in the designated private school or on \$2,000.00, whichever is the greater.

The payment must be completed within 10 years of the date of designation or within 10 years of starting to contribute to the Fund following the date of designation, whichever is later.

If default in payment occurs, the amounts paid into the Fund will be refunded with interest at 3% per annum compounded semi-annually. If payment has not been completed by the time a pension becomes payable under the Act, but within the time limit specified, an actuarial deduction from pension will be made in respect of the remainder.

10. A person who is a contributor to the Teachers' Superannuation Fund and who had active service in Her Majesty's Forces in World War I or World War II may obtain credit in the Fund for such service. The payment required is the sum of,

- (a) the teacher contribution at the rate in effect at the time of service and based on the salary on which he was contributing to the Fund during the first year of employment following his period of war service or on \$2,000.00, whichever is greater; and
- (b) interest at 6% per annum compounded semi-annually from the date of service to the date of payment.

The payment must be completed within 10 years from the first date of employment following the period of war service.

If default in payment occurs, the payment will be refunded without interest. If the payment is completed and the teacher retires or dies and no allowance is payable, the refund will be confined to that portion of the payment which is made for contributions only. The interest part of the payment is not refundable.

"Active Service" includes any period immediately after the period of service in the Armed Forces during which the person was receiving medical or surgical treatment from the Government of Canada for a disability sustained on Active Service and during which he was receiving hospital pay and allowances or the equivalent thereof from the Government of Canada and during which he was incapable of being employed as a teacher because of such disability.

**NOTE:** It is important to note that credit in the Fund cannot be given for Active Service if the person is entitled to credit for such service in computing another pension to which the Government of Canada or of a province contributes, except a pension granted for a disability resulting from war service.

**11. Second Chance** – Where a person failed to make a payment within the stipulated time limit, the regulation provides for a second chance to make the payment at the time of going on pension. The payment will be based on the actuarial cost to the Fund of providing the extra benefit. This will undoubtedly be more expensive than it would have been under the original provision and, for this reason, it is **not** recommended that payments which may still be made within the stipulated time limits be left until the time of retirement.

For details of this payment you should write to the Commission about 5 years before you plan to retire giving details of the period for which credit is being requested.

**NOTE:** All payments must be made to this office by cheque or money order made payable to the Teachers' Superannuation Commission. Our receipts may be used as a deduction from taxable income in the calendar year payment is made in accordance with the Department of National Revenue rules.

### III Pensions

**Please Note:** In the Teachers' Superannuation Fund, service has always been equated to the ten-month school year. Regardless of whether or not a teacher is employed during the summer months, extra credit is not given for July and August. The maximum credit which can be given for the period September to August inclusive is 10 months, but this is the equivalent of a full year's credit towards pension.

**1. "A" PENSIONS.** An "A" pension may be granted where a person ceased to be employed as a teacher and where the sum of his age at cessation of employment and his years of credit in the Fund equals not less than 90 years.

The pension is calculated by first dividing the number of years of credit in the Fund (with a maximum of 35) by 50 and multiplying by the average salary over the best 7 years of service.

#### *Sample Calculations*

- (i) 35.625 years of service, retiring after age 62 with average salary for the best 7 years of \$10,000.00  
Pension:  $35/50$  of \$10,000.00 = \$7,000.00
- (ii) 30.6 years of service, retiring at age 59.45 with average salary for the best 7 years of \$10,000.00  
Pension:  $30.6/50$  of \$10,000.00 = \$6,120.00

#### *Integration with the Canada Pension Plan*

The Canada Pension Plan was introduced on January 1, 1966, and it was decided that the two plans would be "integrated" rather than "stacked". This means that the total contribution to the two plans remains at an even 6%. When a teacher retires his pension will be reduced at the rate of 0.7% of either the average salary for the best 7 years or the Maximum Pensionable Earnings (\$7,400.00 at the present time), whichever is the lesser, per year of credit in the Teachers' Superannuation Fund since January 1, 1966. If retirement is after age 65 then the reduction will be made at the time the pension commences. If retirement is before age 65 then the reduction will be made when the person receives a pension from the Canada Pension Plan or age 65, whichever occurs first.

In Sample Calculation (i) above, the Commission would pay the \$7,000.00

pension until age 65 and at that time it would be reduced by 0.7% of \$7,400.00 or \$51.80 per year of credit in our Fund since January 1, 1966.

**2. "B" PENSIONS.** A "B" pension may be granted where a person ceased to be employed as a teacher with 30 or more years of credit in the Fund but where his combination of age and service does not qualify him for an "A" pension.

The pension is calculated by first dividing the number of years of credit in the Fund (with a maximum of 35) by 50 and multiplying by the average salary over the best 7 years of service. The basic calculation is then reduced at the rate of 5% for each year by which the applicant is less than 62 years of age. Pension payment cannot begin until age 55 at the earliest although a teacher may qualify for a pension at an earlier age but it would be deferred to the first day of the month following the month in which his 55th birthday occurred.

#### *Sample Calculations*

- (i) 33.5 years of credit in the Fund, retiring at age 56.45 with an average salary over the best 7 years of service of \$10,000.00  
 Age at last birthday is 56 and when this age is added to 33.5 years of service, the total of 89.5 years is not sufficient to qualify for an "A" pension.  
 Basic pension:  $33.5/50$  of \$10,000.00 = \$6,700.00  
 Reduction factor:  $(62.00 - 56.45) \times 5\% = 5.55 \times 5\% = 27.75\%$   
 Reduction amount: 27.75% of \$6,700.00 = \$1,859.25  
 Net "B" pension: \$6,700.00 - \$1,859.25 = \$4,840.75
- (ii) 30 years of credit in the Fund, retiring at age 51, with an average salary over the best 7 years of service of \$10,000.00  
 Basic pension:  $30/50$  of \$10,000.00 = \$6,000.00  
 Reduction factor: (at first day of the month following 55th birthday):  
 $(62.00 - 55.01) \times 5\% = 6.99 \times 5\% = 34.95\%$   
 Reduction amount: 34.95% of \$6,000.00 = \$2,097.00  
 Net "B" pension at age 55.01: \$6,000.00 - \$2,097.00 = \$3,903.00

#### *Integration with the Canada Pension Plan (see page 00)*

The reduction in pension is calculated in the same manner as outlined for the "A" pension.

**3. "F" PENSIONS.** An "F" pension may be granted where a person has ceased to be employed as a teacher and who has credit in the Fund for between 10 and 30 years of service at the time of cessation of employment, but where his combination of age and service does not qualify him for an "A" pension.

The pension will begin the first day of the month following the month in which he becomes 65 years of age but, if he continues to be employed after his 65th birthday, the pension cannot begin until the first day of the month following the month in which he ceased employment. If he has ceased to be employed before attaining his 65th birthday, he may elect to have a reduced pension commencing any time from age 55 onward, provided that he has not returned to employment in the meantime.

The pension is calculated by dividing the number of years of credit in the Fund by 50 and multiplying by the average salary over the best 7 years of service. This basic calculation is then reduced at the rate of 5% for each year by which the age of the applicant is less than 65 at the time of commencement of the pension. The pension cannot begin until the first day of the month following the month in which he reaches his 55th birthday.

### Sample Calculations

- (i) 27 years of credit in the Fund, retiring at age 60.25 with an average salary of \$10,000.00 over the best 7 years of service.

Basic pension:  $27/50$  of \$10,000.00 = \$5,400.00

In this case the retiring teacher will have a choice of:

- (a) An immediate pension with a reduction factor of  
 $(65.00 - 60.25) \times 5\% = 4.75 \times 5\% = 23.75\%$   
 Reduction amount: 23.75% of \$5,400.00 = \$1,282.50  
 Immediate "F" Pension: \$5,400.00 - \$1,282.50 = \$4,117.50
- (b) a deferred pension to begin on the first day of any month after the date of cessation of employment.

If he should choose to start the pension the month he reaches:

Age	Reduction Factor	Reduction Amount	"F" Pension
65	nil	nil	\$5,400.00
64	5%	\$ 270.00	5,130.00
63	10%	540.00	4,860.00
62	15%	810.00	4,590.00
61	20%	1,080.00	4,320.00

- (ii) 10 years of credit in the Fund, retiring at age 46 with an average salary of \$10,000.00 over the best 7 years of service.

Basic pension:  $10/50$  of \$10,000.00 = \$2,000.00

He will be entitled to a deferred pension to begin on the first day of any month beginning with the month following the month in which he reaches his 55th birthday.

If he should choose to start the pension the month he reaches:

Age	Reduction Factor	Reduction Amount	"F" Pension
65	nil	nil	\$2,000.00
64	5%	\$ 100.00	1,900.00
63	10%	200.00	1,800.00
62	15%	300.00	1,700.00
61	20%	400.00	1,600.00
60	25%	500.00	1,500.00
59	30%	600.00	1,400.00
58	35%	700.00	1,300.00
57	40%	800.00	1,200.00
56	45%	900.00	1,100.00
55	50%	1,000.00	1,000.00

It is possible for a person who contributed to the Fund for a total of 10 years or more, part of the time before January 1, 1965 and part of the time after that date, to have a refund of his contributions made on behalf of his service before that date. In this case, his pension would be based on the total period for which contributions remain in the Fund.

(iii) 15 years of service, 10 before January 1, 1965 and 5 after that date and retiring at age 65. Average salary over the best 7 years of service of \$10,000.00. He will have the choice of:

(a) "F" pension:  $15/50$  of \$10,000.00 = \$3,000.00, or

(b) "F" pension:  $5/50$  of \$10,000.00 = \$1,000.00 plus a refund of his contributions for the first 10 years.

#### *Integration with the Canada Pension Plan (see page 16)*

The reduction in pension for years of contributing to both the Teachers' Superannuation Fund and the Canada Pension Plan is calculated in the same manner as outlined for the "A" pension.

**4. "C" PENSIONS.** A "C" pension may be granted where a person ceased to be employed as a teacher after having credit in the Fund for 10 or more years of service and is judged at the date of cessation of employment to be physically or mentally incapable of earning a living either as a teacher or at any other occupation. The applicant must have ceased employment before the end of the school year in which he would reach the age of 65 years and must make application for the allowance within 2 years from his last date of employment. The pension may not be back-dated to more than 1 year before the receipt of his completed application.

The pension is calculated by dividing the number of years of credit in the Fund (with a maximum of 35) by 50 and multiplying by the average salary over the best 7 years of service.

#### *Sample Calculation*

- (i) 31.5 years of credit in the Fund, retiring at age 52 with an average salary over the best 7 years of service of \$10,000.00  
 Pension:  $31.5/50$  of \$10,000.00 = \$6,300.00

**5. "CB" PENSIONS.** A "CB" pension may be granted where a person ceased to be employed as a teacher after having credit in the Fund for 10 or more years of service and is judged at the date of cessation of employment to be physically or mentally incapable of earning a living as a teacher but capable of doing some other type of work. The applicant must have ceased employment before the end of the school year in which he would reach the age of 65 years and must make application for the allowance within 2 years from his last date of employment. The pension may not be back-dated to more than 1 year before the receipt of his completed application.

The pension is calculated by dividing the number of years of credit in the Fund (with a maximum of 35) by 50 and multiplying by the average salary over the best 7 years of service. This basic calculation is then reduced at the rate of 2½% for each year by which the age of the applicant is less than 65, with a maximum reduction of 25%.

#### *Sample Calculation*

- (i) 24.6 years of credit in the Fund, retiring at age 60.45 with an average salary over the best 7 years of service of \$10,000.00  
 Basic pension:  $24.6/50$  of \$10,000.00 = \$4,920.00  
 Reduction factor:  $(65.00 - 60.45) \times 2.5\% = 4.55 \times 2.5\% = 11.375\%$   
 Reduction amount: 11.375% of \$4,920.00 = \$559.65  
 Net "CB" pension: \$4,920.00 - \$559.65 = \$4,360.35

#### *Integration with the Canada Pension Plan*

The reduction in pension for either the "C" or "CB" pensions for years of contributing to both the Teachers' Superannuation Fund and the Canada Pension Plan is calculated in the same manner as outlined for the "A" pension.

### **6. "D" PENSIONS.**

#### *(a) On death of a pensioner*

A dependant's allowance is payable to the spouse of a pensioner provided the marriage took place before the date of cessation of employment.

The dependant's allowance is half the pension payable to the teacher.

*Sample Calculation*

Teacher in receipt of a pension of \$8,040.00 dies leaving a spouse who is eligible for a dependant's allowance.

"D" pension:  $\$8,040.00 \div 2 = \$4,020.00$

*(b) On death of a teacher*

A dependant's allowance is payable to the spouse of a teacher who dies and who has credit in the Fund for 10 or more years of service. The pension is calculated by taking half the "C" pension which would have been paid to the teacher at the date of death.

*Sample Calculations*

- (i) 34.675 years of credit in the Fund, with an average salary of \$10,000.00 over the best 7 years of service.

"C" pension:  $34.675/50$  of \$10,000.00 = \$6,935.00

"D" pension:  $\$6,935.00 \div 2 = \$3,467.50$

- (ii) 38.45 years of credit in the Fund, with an average salary of \$10,000.00 over the best 7 years of service.

"C" pension:  $35/50$  of \$10,000.00 = \$7,000.00

"D" pension:  $\$7,000.00 \div 2 = \$3,500.00$

*(c) Dependent Children*

A dependant's allowance is payable to the child or children (including adopted children or step-children) under 18 years of age in the case of,

- (i) a pensioner who dies leaving no spouse and where the marriage took place before the date of cessation of employment;
- (ii) a teacher who has credit in the Fund for 10 or more years of service and dies while employed leaving no spouse.

In the case of the death of a pensioner, the dependant's allowance will be half the amount paid to the pensioner. In the other case the pension will be half the calculated "C" pension.

*Integration with the Canada Pension Plan (see page 16)*

The only reduction in pension takes place when the calculation is made for the teacher's pension. There is no further reduction made in the determination of the amount of the dependant's allowance. However, if a pensioner is in receipt of an unreduced pension and dies before he is entitled to a pension from the Canada Pension Plan, the dependant's allowance would be half the pension which would have been paid at age 65.

**7. "E" PENSIONS.** This is an allowance of \$1,200.00 per annum paid to the widow of male pensioners or teachers who died with 15 or more years of credit in the Fund but before dependant's allowances became available on April 1, 1949.

**8. DEPENDANTS NOT COVERED BY "D" PENSIONS.** A teacher having a dependant who is not entitled to a "D" pension, may have his pension converted to a reduced annuity paid for his lifetime and, after his death, at one-half the rate to any named dependant. The teacher must give the Commission a letter of direction at least 2 years before he ceases to be employed. The Commission may accept the letter of direction within the 2-year period if the teacher passes a medical examination satisfactory to the Commission. The direction may be revoked at any time before the teacher ceases to be employed and it has no effect if a person dies before he makes application for an allowance or before he ceases to be employed.

- NOTE:**
1. The widower of a female teacher is now entitled to a dependant's allowance under the Act on the same terms as the widow of a male teacher. A widow or widower who is also a teacher may draw a dependant's allowance as well as the service pension provided by his/her own teaching.
  2. The payment to a widow or widower ceases with death or remarriage. Where the second or subsequent marriage terminates because of death or divorce, the dependant's pension will be reinstated effective the month following the date of death or the month following the final divorce decree.
  3. The payment to a child or children ceases with death or when the youngest child reaches the age of 18, or age 25 where the child is in full-time attendance at a school, college, university or other institute of higher education.
  4. All periods of employment for which contributions remain in the Fund are counted in the computation of the service credit of a teacher.
  5. Each person employed under the Act before January 1, 1966 is guaranteed that the amount of pension paid to him from this Fund together with the amount he is entitled to receive from the Canada Pension Plan at the time he was first eligible to receive a benefit under that Plan will not be less than the amount of pension he would have received under the terms of the Act in effect on December 31, 1965.

## IV Escalation

As of January 1, 1970 the Ontario Government has undertaken to subsidize low pensions in this Fund. For the "A", "B", "C" and "CB" pensions, the subsidy will be the amount required to raise the pensions to \$2,100.00 a year, but this amount will include any pension the person is entitled to receive from the Canada Pension Plan on behalf of the period of contributory service to that plan prior to the date he went on pension. For the "F" pension, the \$2,100.00 figure is reduced at the rate of 5% for each year he is under age 65 at the time of commencement of pension. The entitlement from the Canada Pension Plan is also taken into consideration for "F" pensioners. The subsidy also includes raising the amount of the "D" and "E" pensions to \$1,050.00 per annum.

As of January 1, 1971 the Ontario Government increased pensions by 2% per year for each year the pension was in force to a maximum of 50%.

Effective January 1, 1972 the base of \$2,184.00 a year integrated with the Canada Pension Plan is used in calculating the "A", "B", "C", "CB" and "F" pensions. In the case of the "F" pension, the \$2,184.00 figure is reduced at the rate of 5% for each year he is under age 65 at the time of commencement of pension. The base of \$1,092.00 a year for the "D" and "E" pensions is effective January 1, 1972.

As of January 1, 1973 the Ontario Government increased pensions by 4% where the pension began before 1971 and 2% where the pension began in 1971.

As of January 1, 1974 the Ontario Government increased pensions by 8% where the pension began before 1973 and 4% where the pension began in 1973. The base for calculating pensions was raised to \$2,400.00 a year integrated with the Canada Pension Plan for the "A", "B", "C", "CB" and "F" pensions. In the case of the "F" pension, the \$2,400.00 figure is reduced at the rate of 5% for each year he is under age 65 at the time of commencement of pension. The base of \$1,200.00 a year for the "D" and "E" pensions is effective January 1, 1974.

As of January 1, 1975 the Ontario Government increased pensions by 8% where the pension began in 1973 or earlier. Where the pension began in 1974 the increase of 8% is prorated for the number of months the pension has been in force.

## V Pension Applications

1. Application for a pension should be made at least 3 months before the last day of teaching in order that it may be processed and payment of the first pension payment received on time. A service pension begins the first day of the month following the month during which the applicant ceased to be employed, with the exception of the "F" pension where the applicant is given the right to defer the starting date of the pension. A disability pension must be applied for within 2 years from the last date of employment and cannot be back-dated for more than 1 year from the date of receipt of the completed application in the Commission's office.

2. Pensions are payable in 12 monthly instalments and the payment is placed in the bank account of the pensioner by the last day of the month.

3. The forms for making application for a pension may be obtained from the Commission, and the teacher applying for a pension is required to file with the Commission the following documents:

- (a) **an application form properly filled in;**
- (b) a **copy** of the letter of **resignation** which was given to the last school board for which the teacher taught;
- (c) **a certificate of the date of birth;**

If the teacher was born in Ontario, the birth will probably be registered with the Registrar-General, Vital Statistics Branch, Macdonald Block, Parliament Buildings, Toronto, Ontario, M7A 1Y5. If the teacher was born elsewhere, the birth was probably registered in the province or country where the birth occurred. If an official record of the birth cannot be secured, the Commission may accept one of the following:

- (i) a baptismal certificate
- (ii) an affidavit regarding the entry of the date of birth in the Family Bible
- (iii) an affidavit regarding the date of birth, taken by a parent or an older brother or sister
- (iv) notice of acceptance of the date of birth by an insurance company provided that the notice bears the date of birth;

- (d) a completed T.D. 1 form so that the correct income tax deduction may be made from the monthly pension payments (not required in the case of a Member of a Religious Order); and
- (e) in the case of a married teacher;
  - (i) a marriage certificate, and
  - (ii) a birth certificate for each dependant involved, including spouse.

The officials of the Superannuation Commission acknowledge receipt of pension applications and give some indication of the date upon which notice of the Commission's decision may be received. Teachers who have applied for pension are notified of the Commission's decision at the earliest possible moment.

4. The premium for the Ontario Health Insurance Plan and semi-private hospital coverage may be deducted from the monthly payment.

5. We have a group with the Co-operative Health Services of Ontario which gives pensioners extended health benefits over and above the Ontario Health Insurance Plan. The pensioner may join this group at any time and the premium will be deducted from the pension payment.

6. Where a pension exceeds the personal income tax exemption of the individual, the Commission must make a deduction from the monthly pension payment as a prepayment of income tax.

## VI Conditions Under Which a Pensioner May or May Not Teach

**1. SERVICE PENSIONS.** A person in receipt of an "A", "B" or "F" pension who returns to employment on an occasional or full-time basis in any of the publicly controlled schools of Ontario, or in a designated private school, will have the usual superannuation contributions deducted from the salary paid to him by the employer. Such a person may either:

- (a) decline to accept any allowance while so teaching, so that after 2 years (400 days) of teaching without allowance he may apply for a recalculation of that allowance; or
- (b) have the allowance continue during the time he teaches, in which case deductions will be made from it in accordance with the Regulation.

If the pensioner chooses plan (b), he may teach for 20 days in a school year (September to August) without affecting his pension. For each day in excess of 20 days, his pension is reduced at the rate of 1/400th of the annual amount of pension.

**NOTE: The person must decide which plan he wishes to follow at the time he begins any continuous period of teaching.**

2. Every pensioner who is teaching must report to the Commission concerning the number of days taught during each month. He must report on the appropriate form which will be sent to him twice a year.

**3. DISABILITY PENSIONS.** If a "C" or "CB" pensioner becomes employed within the meaning of The Teachers' Superannuation Act, the Commission must be notified, the pension will cease to be paid and contribution must be made to the Fund while so employed. If the individual teaches for 2 or more years while the pension has been suspended, an application for resumption of pension will be treated as an application for a new allowance and all of the teaching service would be included in the calculation of the new pension. If the individual teaches for less than 2 years while pension is suspended, the pension will be reinstated upon written request.

When a "C" or "CB" pensioner becomes employed as a teacher in or outside Ontario and even if the employment does not come under The Teachers' Superannuation Act, the pension shall cease to be paid and the Commission may reinstate the pension at the end of the period of teaching upon the request of the teacher.

**4. DEPENDANTS' PENSIONS.** A "D" or "E" pensioner may teach full or part-time without affecting the amount of pension.

## VII Refunds

**1. ELIGIBILITY TO RECEIVE A REFUND.** Under The Teachers' Superannuation Act, the contributions made to the Teachers' Superannuation Fund may be refunded, where no locking in provisions apply, when a teacher retires permanently from teaching either as a full-time, supply or part-time teacher. The refund will include interest at 3% per annum, compounded semi-annually, on each year's contribution for the whole period for which it has been in the Fund. Refunds are mailed from the Superannuation Office regularly twice in each month (generally the 3rd and 18th of the month).

The refund can be made in either of 2 ways:

- (a) in 1 payment 3 months or more after the last date of teaching; or
- (b) in 3 equal instalments, the first 3 months or more after the last date of teaching, the second and third instalments early in the 2 calendar years succeeding the year of first payment.

**2. LOCKING IN OF CONTRIBUTIONS.** A person who,

- (a) has credit in the Fund for 10 or more years of service at the time of cessation of employment; *and*
- (b) has contributed to the Fund on behalf of service amounting to 20 days or more in the calendar year in which his 45th birthday occurs, or in a subsequent calendar year,

will have the contributions made to the Fund on behalf of service after December 31, 1964, locked in, and he will not be able to receive a refund of these amounts when he ceases to be employed. He will, however, be entitled to a refund of contributions made on behalf of service before January 1, 1965.

The purpose of this section of The Teachers' Superannuation Act is to entitle such a person to a pension which may be paid at any time after he ceases to be employed under the Act, but in no case before the month in which he reaches his 55th birthday.

**3. INCOME TAX ON SUPERANNUATION REFUNDS.** At the option of the taxpayer, the refund may be taxed:

- (a) as income for the year in which it was received; or
- (b) elect under Income Tax Application Rule 40(7) to average on "qualifying amounts", that is, an amount that would have been payable to the person, under a superannuation fund, if that person had withdrawn from the plan on January 1, 1972. Therefore, any person withdrawing from such a plan after 1973, may elect to use Section 40(7) on the qualifying amount only. If such an election is made the person may not also use one of the new averaging provisions in that year (general averaging on income (forward) averaging).

The Commission is required to deduct from each refund an amount as a prepayment of income tax. The rate of income tax deduction at source is 10% on refunds up to \$5,000.00 and 20% on payments over that amount. A special rate of tax applies to persons who leave the country.

The amount of any refund and the deduction made from that refund must be shown by the Commission on a form sent to the Income Tax Office and to the teacher. This information must be shown as taxable income on the Teacher's Income Tax Return for the year concerned.

4. A person who has had a refund, but has been subsequently employed and reinstated in the Fund by repaying his withdrawal, is not eligible to apply for a disability allowance until he has been employed for 2 school years after returning to employment.

**5. DEATH REFUNDS.** When a teacher dies before the contributions have been withdrawn and leaves no member of the family entitled to receive a dependant's pension, the estate is entitled to a refund of the contributions made by the teacher. The refund includes interest at 3% per annum, compounded semi-annually, on each year's contribution for the whole period for which it has been in the Fund, up to the date of death of the teacher.

Before such a refund can be paid, the Commission will require a copy of the Will. If it is not a probated copy, it will also be necessary to provide verification of the date of death. This may take the form of either a copy of the death certificate or a letter from the attending physician. If the teacher dies intestate, definite instructions as to alternate requirements will be mailed upon request.

6. Where a person who is in receipt of an allowance under the Act dies and no dependant's allowance becomes payable on his death, the estate is entitled to a refund of the amount of contributions made to the Fund, plus interest at 3% per annum compounded semi-annually to the date of death, minus the amount of pension received, also with interest on the individual payments to the date of death.

7. Where a person who is in receipt of a dependant's allowance under the Act dies, the estate is entitled to a refund of the amount of contributions made to the Fund by the teacher, with interest on each individual contribution at 3% per annum compounded semi-annually to the date of death of the dependant, minus the amount of pension received both by the teacher and the dependant, again with interest on these individual payments to the date of death of the dependant.

## VIII Re-employment After Receipt of a Refund

A teacher who has had a refund of contributions and did not, at the time of taking the refund, have an alternative of receiving a pension, may, *upon return to employment for 20 days in a school year*, reinstate himself in the Fund in respect of that earlier teaching service and thus count those years toward pension benefits. To obtain this credit it is necessary to repay the amount of money received as a refund, together with interest at 6% per annum, compounded semi-annually, from the date the refund was made to the date of repayment.

Where a teacher took a refund in lieu of a pension, he may, *upon return to employment for 20 days in a school year*, reinstate himself in the Fund in respect of that earlier teaching service and thus count those years toward pension benefits. To obtain this credit it is necessary to repay the amount of money received as a refund, together with interest at the rate paid on Ontario Government stock or Province of Ontario debentures received by the Fund in the fiscal year of the Province of Ontario in which the refund was made, but not less than 6% per annum, compounded semi-annually, from the date the refund was made to the date of repayment.

Repayment may be made by lump sum or by convenient instalments, but interest continues to accumulate on the unpaid balance. Cheques should be made payable to the Teachers' Superannuation Commission. The Commission's receipts may be used as a deduction from taxable income in the calendar year in which payment is made.

Repayment of a refund is optional and if a teacher feels that there is little prospect of teaching until qualified to receive a pension, it would not be necessary to make the repayment since a second refund may be obtained 3 months or more after the second or subsequent cessation of employment. If there is any likelihood of continuing to teach long enough to qualify for a pension, a teacher is advised to give serious consideration to the repayment of the refund.

A person who has had a refund, but has been subsequently employed and reinstated in the Fund by repaying his withdrawal, is not eligible to apply for a disability allowance until he has been employed for 2 school years after returning to employment.

## IX Transfers Into and Out of the Fund

1. A person who has been a contributor to the Fund, and who becomes employed as a teacher by a minister of a department of the Government of Ontario or as a full-time employee in the Ministry of Education, has the right to continue to contribute to the Fund or to contribute to the Public Service Superannuation Fund.

2. A person who has been a contributor to the Fund, and who becomes a contributor to the Ontario Public Service Superannuation Fund shall have his contributions and credits in the Teachers' Superannuation Fund transferred to the Public Service Superannuation Fund.

3. A person who has been a contributor to the Ontario Public Service Superannuation Fund and who becomes a contributor to the Teachers' Superannuation Fund as soon as he ceases to be a civil servant or as soon as he completes a period of teacher training or if he was engaged in teaching while he was a civil servant, is entitled to arrange for credit in the Teachers' Superannuation Fund for his period of employment as a civil servant.

4. A person who has been a contributor to the Fund, who transfers to the Ontario Public Service Superannuation Fund and who subsequently transfers back to the Fund, will receive full credit for his earlier service while a contributor to this Fund and full credit for his period of service with the Ontario Public Service.

## X Reciprocal Arrangements

1. This agreement between British Columbia, Alberta, Quebec, Saskatchewan, Manitoba and Ontario applies to a teacher who has service in two or more of the participating provinces provided he:

- (1) left his contributions in the exporting province (under certain circumstances a person from Alberta may repay contributions which have been withdrawn from that fund);
- (2) moved between provinces on or after September 1, 1962, with the exception of movement with respect to Alberta when the effective date is September 1, 1940; Manitoba where the effective date is July 1, 1970 and Saskatchewan where the effective date is September 1, 1940;
- (3) retired from teaching on or after January 1, 1971;
- (4) contributed to the Ontario Fund for at least one year of service;
- (5) have total service in the contributing provinces and Ontario which would make him eligible for a pension if all the service had been in Ontario.

### *Operation of the Arrangement Where Ontario Is Exporting Province*

When the teacher retires, he will apply for a pension from the province of retirement, but will indicate that he has service in Ontario which he may wish to count under the reciprocal arrangement. The province of retirement will obtain proof of the service from the Ontario Fund and at that time will request a statement of the amount which we are prepared to transfer. This amount will be either:

- (a) double the contributions made to the Ontario Fund plus interest on these contributions at the rate applicable in the Fund to the date of cessation of employment. Interest will be paid from that date until the date of transfer at the rate of interest stipulated in the agreement, or
- (b) the value of a deferred pension which the teacher may have accumulated,

whichever is the greater.

The province of retirement will, at the same time and under its own rules, calculate the amount it will require to provide a pension based on both periods of service. Ontario would then be required to pay either the amount we have calculated as being the amount which we are willing to transfer or the amount the province of retirement requires, whichever is the smaller amount.

At this point the teacher will be required to decide whether or not he wishes to proceed with the operation of the agreement, and if his decision is in the affirmative, the transfer is made and he will receive his full pension from the province of retirement.

*Operation of the Arrangement Where Ontario is the Province of Retirement*

When the teacher retires, he will apply for a pension from Ontario alone, but will indicate that he has service in one or other of the provinces which are participating in the agreement. We will then obtain information from the other province or provinces concerning that service with a request for a statement of the amount of money which they are prepared to transfer to our Fund. This cannot be less than double contributions plus interest as in (a).

We would then calculate the pension both with and without the service outside Ontario. The difference in this pension is then multiplied by an actuarial factor which is a product of the life expectancy of the teacher, the sex and the interest rate used in the Fund at the last actuarial valuation.

The teacher is then informed of the amount of his debt and the amount which the contributing provinces are willing to transfer to Ontario. If there is sufficient money from the other provinces, he will receive the full pension from Ontario. If there is not a sufficient amount which can be expected from the other provinces, he may:

- (a) decline to come under the agreement and take whatever benefits are available from the individual funds;
- (b) elect to come under the agreement and take whatever extra benefits which the money which will be transferred from the other provinces will buy;
- (c) elect to come under the agreement and make payment of the extra amount of money required to get the full pension covered by all periods of service;
- (d) elect to come under the agreement and make payment of any portion of the extra amount of money required and receive a pension in proportion to the payment made.

2. Under the terms of an arrangement entered into with the pension fund of England and Wales, it is possible for a teacher moving between Ontario and these jurisdictions to receive credit towards a pension from both funds, and the only payment required is the regular contribution made to each fund when the teaching is done.

3. A person whose last period of teaching is in Ontario may qualify for consideration under the Arrangement under the following conditions:

- (a) he has not made payment into the Ontario Fund for his service in the exporting jurisdiction (i.e. England and Wales). The payment referred to is permitted under section 9(1) of the Regulation;
- (b) he has credit in the exporting jurisdiction for his service there;
- (c) he has credit in the Ontario Fund for at least 10 years of service;
- (d) he is or will be in receipt of an allowance from the pension fund of the exporting jurisdiction based on his credit in that fund and in the Ontario Fund.

The Commission would calculate the pension in the same manner as if the service had been entirely in Ontario. The amount paid by the Ontario Fund would be the fraction of this pension obtained by dividing his service in Ontario by his total service (not exceeding 35 years) in Ontario and in the exporting jurisdiction.

4. A person who has been a contributor to the Ontario Fund and who takes employment under the jurisdiction of the pension fund of England and Wales (importing jurisdiction), may qualify for consideration under the Arrangement provided:

- (a) that in the case of a teacher who has had service in the importing jurisdiction, subsequently contributed to the Ontario Fund, and then returns to the original jurisdiction, he has not obtained credit in the Ontario Fund for his first period of service by making a payment into the Ontario Fund as provided for by section 9(1) of the Regulation;
- (b) he has credit in the fund of the importing jurisdiction for his service there;
- (c) his credit in both funds, if his service had been in Ontario only, would have entitled him to a pension from the Ontario Fund;
- (d) he is or will be in receipt of an allowance from the pension fund of the importing jurisdiction based on his credit in that fund and in the Ontario Fund;
- (e) in the case of an application for a disability allowance, he makes application within 2 years from the date for which he last contributed to the pension fund of the importing jurisdiction.

The Commission would calculate the pension in the same manner as if the service had been entirely in Ontario, but the pension would be based on the average salary over the best 7 years of service in Ontario or on the average salary over the full period of his service in Ontario if it was less than 7 years.

The amount paid by the Ontario Fund would be the fraction of this pension obtained by dividing his service in Ontario by his total service (not exceeding 35 years) in Ontario and in the importing jurisdiction.

#### **5. *Ryerson Polytechnical Institute***

This agreement is effective March 1, 1968 and applies to a person who ceases to be a contributor to the Teachers' Fund or the Ryerson Fund after December 31, 1967, becomes a contributor to the other fund and elects in writing within one year of becoming employed to have his pension credits transferred to the new fund.

#### **6. *Government of Canada***

- (a) a person who has left his contributions in the Teachers' Superannuation Fund; begins employment with the Public Service within three months after ceasing teaching (may be extended indefinitely if taking a course of study) and makes a written election on the appropriate form within one year of becoming a contributor to the Dominion Government Fund;

or

- (b) a person who has left his contributions in the Dominion Government Fund; becomes a contributor to the Teachers' Superannuation Fund within three months after cessation of employment in the Public Service of Canada (may be extended indefinitely if taking a course of study) and makes a written election on the appropriate form within one year of becoming employed under The Teachers' Superannuation Act,

may have a transfer of contributions made.

#### **7. *Central Mortgage and Housing Corporation***

- (a) a person who has left his contributions in the Teachers' Superannuation Fund; begins employment with Central Mortgage and Housing Corporation within three months after ceasing teaching (may be extended to one year if taking a course of study) and makes a written election on the appropriate form within one year of becoming a contributor to the Central Mortgage and Housing Corporation;

or

- (b) a person who has left his contributions in the Central Mortgage and Housing Corporation fund; becomes a contributor to the Teachers' Superannuation Fund within three months after cessation of employment with Central Mortgage and Housing Corporation (may be extended to one year if taking a course of study) and makes a written election on the appropriate form within one year of becoming employed under The Teachers' Superannuation Act.

may have a transfer of contributions made.

8. We also have agreements which apply to persons who transfer to and from the Fund from and to the Funds of the following jurisdictions:

- (a) Saint Paul University
- (b) The General Synod of the Anglican Church of Canada
- (c) Queen's University
- (d) York University
- (e) Brock University
- (f) University of Toronto
- (g) Local Authorities Pension Board of Alberta
- (h) United Church of Canada
- (i) University of Guelph
- (j) Lakehead University
- (k) University of Ottawa
- (l) Trent University
- (m) Holland College
- (n) Colleges of Applied Arts and Technology (OMERS)

Details of the terms of the individual agreements may be had by writing to the Commission or to the Pension Fund of the other jurisdiction.

## XI The Commission

The Teachers' Superannuation Commission is composed of:

- (a) 6 persons appointed by the Minister; and
- (b) 5 contributors to the Fund, elected by ballot by the contributors to the Fund who are members of,
  - (i) The Ontario Secondary School Teachers' Federation
  - (ii) The Ontario English Catholic Teachers' Association
  - (iii) Association des Enseignants franco-ontarien
  - (iv) The Ontario Public School Men Teachers' Federation
  - (v) The Federation of Women Teachers' Associations of Ontario

## XII Administration

1. In addition to 70 full-time employees, the Commission also employs an Actuary, a Solicitor and a Medical Referee, on a part-time basis.

2. The Actuary is required to make a valuation of the Fund every 3 years.

3. The fiscal year of the Commission ends on December 31.

4. The accounts of the Commission are audited by an independent firm of auditors "on a continuous basis".

5. The Teachers' Superannuation Amendment Act 1971 provided that the long-term stock held by the Commission on April 30, 1971 would be withdrawn and replaced by Province of Ontario debentures bearing interest at the rate of 6 per cent per year payable half-yearly. It also provided that all funds not required to pay current expenditures which become available after May 1, 1971 will be invested in Province of Ontario debentures to bear interest half-yearly at a rate of interest not less than the weighted average yield to maturity of long-term securities issued or guaranteed by the Province payable in Canadian dollars and sold to the public during the Province of Ontario fiscal year next preceding the date of the debenture. Since May 1, 1971 the rates of interest have been:

<i>Fiscal Year</i>	<i>Rates of Interest</i>
1971-1972	8.57%
1972-1973	7.86%
1973-1974	8.06%
1974-1975	8.39%

6. The main source of income for the Commission is from the collection of superannuation contributions from the teachers and matching contributions from the Ontario Government. Since the teachers' contributions are received monthly, the Commission has surplus funds available for temporary investment during the fiscal year. The Commission, through the Treasury Department, invests these surplus funds to become available at various times during the year as they are needed to meet current expenditures.

7. Each year the Commission publishes the booklet "Report to Contributors" giving statistical information concerning the operation of the Fund during the preceding fiscal year. These booklets are sent to the schools for distribution to each teacher during the spring term.

## XII Miscellaneous

**1.** A gift, devise or bequest may be made to the Fund and may be applied as directed by the donor or to the general purpose of the Fund.

**2.** The interest of a person in the Fund is not subject to garnishment, attachment, seizure or other process of law, and is not assignable.

**3.** It is not possible to obtain a loan from the Fund of any part of the contributions made to the Fund.

# Superannuation Adjustment Fund

The Superannuation Adjustment Benefits Act, 1975, is an Act of the Ontario Legislature and will provide superannuation adjustment benefits to persons in receipt of pensions payable out of the Teachers' Superannuation Fund. This résumé outlines the conditions and benefits payable under this Act.

1. Effective September 1, 1975 every person contributing under The Teachers' Superannuation Act shall have 1% deducted from his salary and placed to his credit in the Adjustment Fund and the employer (for pension purposes) shall contribute to the Adjustment Fund an equal amount. This additional amount will be collected by the Teachers' Superannuation Commission and remitted to the Superannuation Adjustment Fund.

2. Where a person makes a direct payment to the Teachers' Superannuation Fund as outlined in Chapter II or repays a former withdrawal and where the payment covers an absence or a period of employment after September 1, 1975, the contributor shall pay an amount to the Adjustment Fund on the same basis as the payment under The Teachers' Superannuation Act but at the rate stated in the Superannuation Adjustment Act.

3. Where a person is contributing to the Teachers' Superannuation Fund under a long-term disability plan approved by the Commission, the Government shall pay both the employee and employer contribution to the Superannuation Adjustment Fund.

4. The Treasurer of Ontario is the custodian of the Superannuation Adjustment Fund and the fiscal year shall be the same as the fiscal year of the Consolidated Revenue Fund (April 1 to March 31). The Superannuation Adjustment Fund shall be audited by the Provincial Auditor and a review committee shall be established composed of representatives of the contributors and the Government to review:

- (a) the rate of contribution to the Superannuation Adjustment Fund by the employer and contributor; and
- (b) the account maintained under the Adjustment Fund Account in relation to the pension plan.

No change in the rate of contribution shall be made before January 1, 1981.

5. Where a person has contributed to the Superannuation Adjustment Fund and ceases to be employed and where no pension is payable, a refund

shall be paid on the same terms and conditions that apply to a refund of contributions under The Teachers' Superannuation Act.

6. Where a person has contributed to the Superannuation Adjustment Fund and dies before the contributions have been withdrawn and leaves no member of the family entitled to receive a dependant's pension, the estate is entitled to a refund on the same terms and conditions that apply to a death refund under The Teachers' Superannuation Act.

7. Where a person has contributed to the Superannuation Adjustment Fund, is in receipt of an allowance under The Teachers' Superannuation Act and dies leaving no dependant eligible for an allowance, the estate is entitled to a refund of the amount of contributions to the Superannuation Adjustment Fund minus the amount of escalation received on the same terms and conditions that apply to a refund to the estate of a pensioner under The Teachers' Superannuation Act.

8. Pensions will be adjusted automatically on the 1st of January of each year in accordance with the increase in the Consumer Price Index as at the 30th of September over that of the preceding year. The increase each year will be limited to 8%, and any increase in the Consumer Price Index in excess of the 8% will be carried forward to be paid in a year when the increase is less than 8%. There is no provision for a reduction in the amount of pension paid should the Consumer Price Index show a decline.

The adjustment following the first year of retirement will be limited to an amount which is prorated to take into consideration the number of months on pension during the first year.

### Example

A teacher retires at the end of June 1976 with a pension of \$10,000.00 per annum.

Year	Pension	Consumer Price Index Change	Escalation %	Escalation Amount	Cumulative Escalation Carry-Over
1976	\$10,000.00	10%	4% *	\$400.00	1% * *
1977	10,400.00	10%	8%	832.00	3%
1978	11,232.00	6%	8%	898.56	1%
1979	12,130.56	10%	8%	970.44	3%
1980	13,101.00	-4%	0	0	-1%
1981	13,101.00	4%	3%	393.03	0

\*The normal escalation would be 8% but since the teacher had been on pension for only 6/12 of a year in 1976, the applicable escalation factor would be 6/12 of 8% or 4%.

\*The excess of the Consumer Price Index change of 2% is also prorated for the period of time the teacher was on pension during the year.

9. Where a person ceases to be employed and leaves his contributions in the Teachers' Superannuation Fund to qualify for a deferred pension, the contributor is entitled to benefits under the Superannuation Adjustment Fund commencing the year following the date he last contributed to the Fund, and to be paid to him when his pension commences under The Teachers' Superannuation Act.

*Issued by the Authority of*

**THE TEACHERS' SUPERANNUATION COMMISSION**

**September 1975**

# Appendix A

The private schools which have been designated are:

## September 1, 1957

Cathedral School for Boys, Hamilton  
Cathedral School for Girls, Hamilton  
St. Michael's Private School, Belleville  
(now Nicholson Catholic College)  
Cornwall Classical College, Cornwall  
(closed June 1968)  
Alma College, St. Thomas  
Convent Notre Dame du Bon Conseil,  
Sudbury  
St. Andrew's Convent, St. Andrews West  
(closed 1968)  
St. Margaret's School, Kirkfield  
(closed 1965)  
Pickering College, Newmarket  
St. Peter's Private School, Peterborough  
St. Joseph's Academy, Lindsay  
(closed June 1966)  
St. Joseph's Private School, River Canard  
(closed June, 1970)  
Elmwood School, Rockcliffe Park  
Hillfield School, Hamilton  
Lorne Park College, Port Credit  
(closed June, 1966)  
Eden Christian College, Niagara-on-the-  
Lake  
Appleby College, Oakville

## September 1, 1958

Ridley College, St. Catharines  
Upper Canada College, Toronto  
Havergal College, Toronto  
Lakefield Preparatory School, Lakefield  
Bishop Strachan School, Toronto  
Trinity College School, Port Hope  
St. Mary's Academy, Haileybury  
(closed 1968)  
St. Conrad's Private School, Ottawa  
(closed 1963)  
Corpus Christi School, Windsor  
(now F. J. Brennan School)  
St. Andrew's College, Aurora  
Rockway Mennonite School, Kitchener

## September 1, 1959

Albert College, Belleville  
Arpin Memorial School, Fort William  
(closed Sept. 1, 1972)  
Ashbury College, Ottawa  
Crescent School, Toronto  
Notre Dame College School, Welland  
(now Gray Gables)  
St. Angela's Academy, London  
(ceased operation July, 1961)  
St. John's College, Brantford  
(closed June 30, 1970)  
(Providence College amalgamated with  
St. John's College)  
St. Mary's Private School, Kitchener  
St. Michael's Choir School, Toronto  
St. Patrick's College, Ottawa  
(closed June 30, 1972)  
Catholic Central School, Chatham  
(closed 1965)

## September 1, 1960

Bishop Ryan Private School, Hamilton

## September 1, 1961

College Notre-Dame, Timmins  
(closed 1968)  
Our Lady of the Sacred Heart Convent,  
Ottawa (closed 1968)  
Neil McNeil Private School, Toronto  
St. Anne's Private School, Tecumseh  
St. Cure d'Ars Private School, Hawkesbury  
(closed September, 1966)  
St. Patrick's Private School, Sarnia  
Denis Morris Private School, St. Catharines  
Christ the King Private School, Moosonee  
(became a separate school January 1,  
1962)  
Niagara Christian College, Fort Erie

## September 1, 1962

Bourget Private School, Bourget  
(closed 1964)

Le College de Hearst, Hearst  
(closed 1968)  
Loretto Academy, Guelph  
(now Bishop Macdonell School)  
Merici Private School, Wallaceburg  
(closed June, 1967)  
Pensionnat du Mont Saint-Joseph, Ottawa  
(closed 1968)  
St. Josaphat's Cathedral School, Toronto  
(became a separate school September 1,  
1962)  
St. Michael's College School, Toronto  
Ursuline College, Chatham  
Ursuline School, Toronto  
Catholic Central Private School, London  
Pensionnat d'Youville, Rockland  
(closed 1964)

#### **September 1, 1963**

Académie Notre-Dame de l'Assomption,  
North Bay (closed 1968)  
Académie Saint-Joseph, Hearst  
(closed 1968)  
Académie d'Youville, Kapuskasing  
(closed 1968)  
Brébeuf Private School, Willowdale  
Leclair Private School, Noelville  
(closed June, 1966)  
Notre Dame Private School, Toronto  
St. Jacques Private School, Hanmer  
(closed June, 1967)  
St. Jerome's Private School, Kitchener  
St. Joseph's Private School, St. Thomas  
Providence College, Brantford  
(amalgamated with St. John's College  
—see September 1, 1959)  
(closed June 30, 1970)  
United Mennonite Educational Institute,  
Leamington  
Hillfield-Strathallan School, Hamilton

#### **September 1, 1964**

Académie Sainte-Maria Goretti, Alexandria  
(closed 1967)  
Michael Power Private School, Islington  
North Bay College (Scollard Hall),  
North Bay  
Our Lady's School, Glengarda, Windsor  
Regina Mundi Minor Seminary, London  
Regiopolis College, Kingston  
St. Francis de Sales Private School,  
Smiths Falls

#### **September 1, 1965**

St. Joseph's Private School, Barrie  
St. Joseph's Private School, Ottawa  
(closed June, 1972)

#### **September 1, 1966**

St. George's College, Toronto

#### **September 1, 1967**

Branksome Hall School, Toronto  
Loretto College School, Toronto

#### **September 1, 1968**

Muskoka Lakes College, Bracebridge  
(closed August 30, 1970)  
Notre-Dame du Bon Conseil, Ottawa  
(closed 1968)  
University of Ottawa Preparatory School,  
Ottawa (closed 1968)  
Académie de la Salle, Ottawa  
(closed 1968)  
St. Joseph's Private School, Willowdale  
St. Joseph's College School, Toronto  
St. Joseph's Private School, Islington  
Oshawa Catholic Private School, Oshawa  
Ontario Ladies' College, Whitby  
Madonna Private School, Downsview  
St. Theresa's Private School, Midland  
Immaculata Private School, Ottawa  
Our Lady's Private School, Pembroke

#### **September 1, 1969**

Craigwood School, Ailsa Craig  
(closed September, 1972)  
Maryvale School, Windsor  
O'Gorman Private School, Timmins  
Senator O'Connor College School,  
Scarborough  
De La Salle College "Oaklands", Toronto

#### **September 1, 1970**

Mount St. Joseph College, Sault Ste. Marie  
Denis O'Connor Private School, Whitby  
St. Joseph's Private School, Renfrew  
Mount St. Joseph Academy, London  
Loretto Abbey, Toronto

#### **September 1, 1971**

The Peoples Christian School, Willowdale  
Chaminade College School, Toronto  
St. Mary's Private School, Hamilton

Campanile – Notre Dame Private School,  
Ottawa (closed June, 1972)  
Assumption College School, Windsor

**September 1, 1972**

St. John's School, Elora  
St. Clement's School, Toronto  
The Sacred Heart Private School, Walkerton  
St. Charles College, Sudbury  
Wikwemikong Retarded Children's School,  
Wikwemikong (withdrawn Sept. 1, 1973)

**September 1, 1973**

A.D.H.P. Achievement School, Windsor  
St. Pius X School, Ottawa

Loretto Academy, Niagara Falls

**September 1, 1974**

St. Joseph's College, North Bay  
Marymount College, Sudbury  
St. Mary's College, Sault Ste. Marie  
St. Basil The Great College School, Weston  
Thomas More Senior Private School, Ottawa  
Notre Dame Academy, Waterdown

**September 1, 1975**

St. Thomas More Comprehensive School,  
Hamilton  
The Christian Academy of Western Ontario,  
London











*Office Consolidation*

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